

Peckham & McKenney
“All about fit”



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EXECUTIVE SEARCH

Police Chief
CITY OF SAN PABLO, CALIFORNIA

THE COMMUNITY

The City of San Pablo is located in West Contra Costa County off Interstate 80, minutes away from the Bay Area cultural centers of Berkeley, Oakland and San Francisco. Interstate 80 is the principal arterial route between the Bay Area and Sacramento where San Pablo is nestled between the cities of Pinole and Richmond and the neighboring cities of El Cerrito and Hercules. Historically one of the oldest Spanish settlements in the region, the new San Pablo City Hall incorporates murals, a fountain and other motifs that reflect this heritage.

San Pablo is located less than 45 minutes from international airports in Oakland and San Francisco and access to the Bay Area Rapid Transit (BART) system and Amtrak passenger train service are close-by. AC Transit bus line service includes San Pablo in its route from Fremont to Richmond and containerized shipping, ports, and railway access are located in Richmond and Oakland.

Over the years, this city of 32,389 has become a thriving residential and business community. One mile away from City Hall, Contra Costa College, the community college for West Contra Costa County, serves an average of



9,000 students each semester. Within its 2.6 square miles, San Pablo provides a business-friendly atmosphere and a well-balanced mix of goods, services and a wide-range of housing options.

The 2020 Census shows San Pablo as a multi-ethnic, diverse population that consists of the following: White (36.9%); African American (11.3%); Hispanic or Latino (60.1%); and Asian 17.2% consisting of Lao, Mein and Vietnamese. 72.2% of the city's residents speak a language other than English at home and 46.2% are foreign born. The median household income is \$53,198 with 13.1% of residents having completed a college education (bachelor's degree), and 67.2% earning a high school diploma or higher.

San Pablo's diverse community, affordability, and access to the entire

Bay Area region are advantages that are found only in the City of San Pablo. For more information on the region please visit Contra Costa County's website at www.contracosta.ca.gov.

THE ORGANIZATION

The City of San Pablo was incorporated in 1948 as a general law city under the laws of California and operates under the Council-Manager form of Government. The City Council has five members who are elected at-large for staggered four-year terms. The Mayor is selected by the City Council each December. The City Council is respectful of each other and of staff and is able to focus collective efforts on the City Council's Priority Workplan. The major policy goals consist of:

- Focus on Economic Development and Fiscal Diversification
- Expand Housing Options
- Enhance Community Resilience
- Build a Healthy Community
- Improve Public Safety

City Departments include City Manager, City Attorney, Community Development, Community Services, Finance, Police, and Public Works. Fire Services are provided via an agreement with the Contra Costa Fire Protection District. The FY 2024 Operating Budget for the City of San Pablo is \$65.5 million which includes General Fund and Special Revenue Funds.

THE DEPARTMENT

The San Pablo Police Department is a full-service community-based law enforcement agency, consisting of fifty-nine (59) fully-staffed sworn peace officers, 25 professional civilian staff, and six (6) part-time civilian employees. The agency's Administration is separated into two (2) divisions; Operations and Support Services; and is managed by the Police Chief, two Captains, four Lieutenants, a Support Services Manager, ten Sergeants, and a Support Services Supervisor. The 2023/24 adopted budget is \$23 million, with most allocated for salaries and benefits.



MISSION STATEMENT:

The San Pablo Police Department is committed to safeguarding our communities through successful and collaborative strategies in Community Policing, Progressive Training, and Technology.

Community Policing is the foundation of our mission. We have dedicated full-time staff to coordinate events which offer opportunities for the community and officers to engage and share perspectives in reaching the common goal of creating a safer San Pablo.

We will continue to prioritize the latest Progressive Training for our staff to maximize the service we provide. We pursue research-based training which aligns with our community's expectations and the 21st Century Policing model.

We are committed to providing our community with cutting edge Technology to keep our City safe. Gunshot detection software and our comprehensive Public Safety Camera system continue to play a huge role in reducing violence and property crimes. We will always strive to use the latest technology to enhance the abilities of our staff and keep our community safe. We enjoy building relationships with our youth and providing mentoring. We encourage all members of our community to participate in the collective success of our community. We will focus our future efforts through our collaborative strategies.

The Department's drone team has been responding to in-progress calls for service since 2021. SPPD is one of few agencies in the country to be actively pursuing a Drone-As-A First Responder (DFR) program. The Department was recognized as the first agency to successfully integrate a drone response with ShotSpotter technology.

With the recent retirement of former Police Chief Ron Raman after six (6) years of service, the Department is proud of the strong support of the community and its continued partnerships, its

continued investments in police technology programs, and the value placed on law enforcement training for its personnel. Additionally, members of the organization are looking forward to serving their community in a new Police Department HQ and Regional Training Facility, located across from City Hall. Under construction since October 2023, the proposed \$44M million state-of-the-art facility will include a firearms range, classrooms, drone deployment nest, mental health deployment office, K-9 area, and immersive simulation/virtual reality training tools. The facility is stated



to be completed by early Fall 2025 and is uniquely positioned to be the new hub for the East Bay region's law enforcement training needs once completed.

THE POSITION

The City of San Pablo is seeking an experienced leader who will continue the extensive community-focused and comprehensive police technology-based service delivery provided by the Department's dedicated and talented staff. The Police Chief serves as a key member of the City's Executive Leadership Group and reports directly to the City Manager. They are responsible for overseeing the daily operations of the Department.

THE IDEAL CANDIDATE:

The ideal candidate will be community oriented and understand the importance of cultivating and maintaining strong relationships and will understand and embrace the pillars of The President's Task Force on 21st Century Policing. They will be an open and transparent collaborator, be credible and trustworthy, and be open to new and emerging law enforcement methods and trends in serving a multi-ethnic, diverse community.

The Police Chief will have a strong background in budget formulation and the ability to appreciate and understand fiscal sustainability and efficiencies. They must have a strong background in the use of law enforcement technology, have a track record of employing successful crime reduction strategies, and have a sound record with strengthening community and law enforcement relationships.

The Chief will show genuine care for all members of the Department, be approachable, be apolitical, but politically astute, and work collaboratively with the City Manager and community at large.

EXPERIENCE AND TRAINING GUIDELINES:

EXPERIENCE AND TRAINING: Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

EXPERIENCE: Seven years of increasingly responsible experience in supervisory or command experience in police or law enforcement service;



including three years of administrative and management responsibility.

TRAINING: Equivalent to a bachelor's degree from an accredited college or university with major course work in criminal justice, criminology, social science, public or business administration or a related field.

LICENSE AND CERTIFICATE:

Possession of, or ability to obtain, a valid California Driver License. Possession of a POST Management certificate.

The new Chief will be required to successfully pass a qualifying medical and psychological screening consistent with California POST regulations.

THE COMPENSATION

The annual salary range for this opportunity is \$231,924 to \$281,904 (2% increase effective 7/1/24) and appointment will be made depending on the qualifications and experience of the selected candidate. The City also offers an attractive benefits package including:

- Retirement - CalPERS
CLASSIC - 3% at age 50, calculated on single highest year. Employee cost share of 3.3%.
PEPRA - 2.7% at age 57, calculated on average of three highest consecutive years
- 5% Management Incentive Pay
- Medical – City pays 90% of selected medical plan premium up to amount equal to 90% of selected level of coverage for the Kaiser plan;



SEARCH SCHEDULE

- Filing DeadlineFebruary 26, 2024
- Preliminary InterviewsFebruary 17-March 11, 2024
- Recommendation of Candidates Week of March 25, 2024
- Finalist Interview Process April 18 and 19, 2024 (*19th for top three*)

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

- Health In-lieu of \$350 or \$500 per month, if covered under another health plan
- Flexible Spending Account (FSA) – Employer contributes \$450 per year
- Dental - Employer pays 100% of premium
- Life Insurance – Employer pays premium for \$100,000 policy
- Long Term Disability & Short Term Disability - Employer pays 100% of premium
- Retiree Medical – Employee serving 10 years with and retiring from the COSP will receive a lifetime monthly supplemental allowance limited to the cost of qualifying CalPERS medical and dental plans for the level of coverage enrolled in at time of retirement
- Holidays - 14 holidays, and 1 Floating Holiday credited July 1st each year
- Administrative Leave- 120 hours credited July 1st each year
- Vacation - Eighty (80) hours of vacation for first 3 years, no accrual cap
- Sick Leave - accrued at 1-day a month, no accrual cap
- Vehicle – City provided vehicle with unrestricted use in California
- Education Incentive Program – Reimbursement of approved coursework up to \$5,250 per calendar year

Appointment will be based on best fit, education, training, competency, and experience as it relates to the position of Police Chief.



THE RECRUITMENT PROCESS

To apply for this exciting career opportunity, please submit your cover letter and resume (including month/year of employment) via our website:

Peckham & McKenney
www.peckhamandmckenney.com

Please do not hesitate to contact Diana Bishop at 408-800-7 653 for questions regarding this position or the recruiting process.



www.peckhamandmckenney.com